

Inaugural
**INDIANA
SECTORS
SUMMIT** *2016*

OCTOBER 19 & 20

502 East Event Centre • Carmel, IN

LAUNCHING NEW
PARTNERSHIPS



INDIANA SECTORS SUMMIT

2016 • Launching New Partnerships

Dear Friends & Colleagues:

Welcome to the 2016 Indiana Sectors Summit. Thank you for being a part of this year's conference. It is our hope that this event will build on the success of the 2015 *Elevating Work & Learn in Indiana* conference, by expanding our focus to include sector strategies and regional partnerships.

Over the next two days, the Indiana Department of Workforce Development will partner with employers, educators and workforce stakeholders to find innovative solutions to a challenge Indiana is facing: filling one million jobs over the next decade. There will be panels and breakout sessions on the topics of sector partnerships, career pathways and work-and-learn. We will examine ways to employ sector partnerships in order to develop industry-driven career pathways in Indiana. Though strategies may differ across various regions and sectors, the skills and techniques learned over the next two days will enable us to establish a framework for effective strategies and partnerships that can be replicated across the state.

Improving the skill attainment of the Hoosier workforce is critical to ensuring that Indiana remains a state that works. A highly-skilled workforce increases median income, lowers poverty, attracts jobs, grows the economy, and enhances the vitality of our communities. Thank you again for joining us, and we look forward to hearing your ideas for growing and expanding sector partnerships in Indiana.

Warmest Regards,

A handwritten signature in black ink that reads "ERIC HOLCOMB".

Eric Holcomb
Lt. Governor
State of Indiana

A handwritten signature in black ink that reads "Steve Braun".

Steve Braun
Commissioner
Indiana Department of Workforce Development

INDIANA SECTORS SUMMIT 2016 Schedule At-A-Glance

Wednesday, October 19

Time	Event	Location
8:00 am - 9:00 am	Registration and Continental Breakfast	Main Entrance Foyer
9:00 am - 9:30 am	Welcome and Introductions	Monon/Wabash
9:30 am - 10:00 am	Keynote Address	Monon/Wabash
10:00 am - 10:45 am	Sector Partnership Panel	Monon/Wabash
10:45 am - 11:00 am	Break and Transition	
11:00 am - 12:00 pm	Summit Session 1	Multiple Rooms
12:00 pm - 12:15 pm	Break and Transition	
12:15 pm - 12:45 pm	Lunch	Monon/Wabash
12:45 pm - 1:15 pm	Employer Keynote	Monon/Wabash
1:15 pm - 2:00 pm	Employer Panel	Monon/Wabash
2:00 pm - 2:15 pm	Break and Transition	
2:15 pm - 3:15 pm	Summit Session 2	Multiple Rooms
3:15 pm - 3:30 pm	Closing Remarks	Monon/Wabash
3:30 pm - 4:30 pm	Networking Hour	Monon/Wabash

Thursday, October 20

Time	Event	Location
7:30 am - 8:30 am	Registration and Continental Breakfast	Main Entrance Foyer
8:30 am - 9:00 am	Elevate Work and Learn in Indiana, Welcome and Introductions	Conner/Hamilton
9:00 am - 9:30 am	Model Internship Program	Conner/Hamilton
9:30 am - 10:00 am	Model Externship Program	Conner/Hamilton
10:00 am - 10:30 am	Model Internship Program	Conner/Hamilton
10:30 am - 10:45 am	Break	
10:45 am - 11:15 am	Model On-the-Job Training Program	Conner/Hamilton
11:15 am - 11:45 am	Model Cooperative Education Program	Conner/Hamilton
11:45 am - 12:15 pm	Model Apprenticeship Program	Conner/Hamilton
12:15 pm - 12:45 pm	Lunch	Monon/Wabash
12:45 pm - 1:15 pm	Luncheon Speaker	Monon/Wabash
1:15 pm - 1:30 pm	Networking and Transition	Monon/Wabash
1:30 pm - 1:45 pm	Skill UP! Awards Kickoff	Monon/Wabash
1:45 pm - 2:45 pm	Skill UP! Awards Ceremony	Monon/Wabash
2:45 pm - 3:30 pm	Reception & Networking	Monon/Wabash

Day 1 - Wednesday, October 19, 2016

Time	Event	Location
8:00 am - 9:00 am	Registration and Continental Breakfast	Main Entrance Foyer
9:00 am - 9:10 am	Welcome	Monon/Wabash
9:10 am - 9:30 am	Opening Plenary	Monon/Wabash
9:30 am - 10:00 am	Keynote Address	Monon/Wabash
10:00 am - 10:45 am	Sector Partnership Panel	Monon/Wabash
10:45 am - 11:00 am	Break and Transition	
11:00 am - 12:00 pm	Summit Session 1	
	Sector Partnerships 101	Hamilton Ballroom
	Employer Engagement	Conner Ballroom
	Sector Partnerships 201	Eller Room
12:00 pm - 12:15 pm	Break and Transition	
12:15 pm - 12:45 pm	Lunch	Monon/Wabash
12:45 pm - 1:15 pm	Employer Keynote	Monon/Wabash
1:15 pm - 2:00 pm	Employer Panel	Monon/Wabash
2:00 pm - 2:15 pm	Break and Transition	
2:15 pm - 3:15 pm	Summit Session 2	
	Sector Partnerships 101	Hamilton Ballroom
	Employer Engagement	Conner Ballroom
	Sector Partnerships 201	Eller Room
3:15 pm - 3:30 pm	Closing Remarks	Monon/Wabash
3:30 pm - 4:30 pm	Networking Hour	Monon/Wabash

Speaker/Facilitator

Paul Perkins, Emcee, President and co-founder of Amatrol, Inc., Chair of the SWIC, Region 10 Works Council Chair

Steve Braun, Commissioner of the Indiana Department of Workforce Development

Tom Hooper, Senior Director of Regional and State Strategy, Jobs for the Future

Tom Hooper, Moderator

Panelists:

Stephanie Weber, EcO Regional Director, Manufacturing Network & EcO Network High School Champion Program Manager

Jeremy Gulley, President, John Jay Center for Learning in Portland, Indiana

Jason Kloth, Executive Director of the Central Indiana Workforce Development Initiative, Central Indiana Corporate Partnership

Co-Facilitators:

Kate Lee (St. Joseph County Chamber of Commerce), **Patricia Maguire** (JFF), **Alisa Deck** (CELL)

Co-Facilitators:

Gary Gatman (Northeast Indiana Works), **Tom Hooper** (JFF), **Jennifer O'Shea** (DWD)

Co-Facilitators:

Kathy Oren (Community Education Coalition), **Veronica Buckwalter** (JFF), **Shannon Doody** (CELL)

Brad Roher, Assistant Senior Manager of Human Resources at Subaru of Indiana Automotive

Paul Perkins, Moderator

Panelists:

RD Parpart, Team Lead Steelworker for the Future®, ArcelorMittal USA

Charlene Hall, Talent Acquisition and Workforce Innovation Lead, Columbus Regional Health

Melissa Miller, Senior Administrator of Human Resources, Honda Manufacturing of Indiana, LLC

Co-Facilitators:

Kate Lee (St. Joseph County Chamber of Commerce), **Patricia Maguire** (JFF), **Alisa Deck** (CELL)

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Gary Gatman (Northeast Indiana Works), **Tom Hooper** (JFF), **Jennifer O'Shea** (DWD)

Co-Facilitators:

Kathy Oren (Community Education Coalition), **Veronica Buckwalter** (JFF), **Shannon Doody** (CELL)

Paul Perkins, Emcee, President and co-founder of Amatrol, Inc., Chair of the SWIC, Region 10 Works Council Chair

Summit Session Descriptions

Each session is offered twice.

Session 1 11:00 am to Noon

Session 2 2:15 pm - 3:15 pm

Sector Partnerships 101: A New Way of Doing Business

Hamilton Ballroom

This session will help define sector partnerships and their demand-driven focus, convening multiple employers within targeted sectors to address their shared challenges. Presenters will discuss how sector partnerships are a way to work together more efficiently and effectively to serve both employers and job seekers, and identify the different roles that key stakeholders - such as the public workforce system, education and training providers, and community based organizations, can play in these partnerships.

Key learning objectives:

- Definition from IN Plan: demand driven, problem oriented, convening employers collectively
- Requires aligning systems to eliminate duplication and maximize resources: workforce, education, industry, community-based organizations, other stakeholders

Employer Engagement: Developing and Leveraging Industry Champions

Conner Ballroom

Successful sector partnerships are industry-led, but how do you get to that point? One crucial way is through committed industry champions. Join this interactive discussion to learn more about how to develop and leverage champions as well as the importance of appreciating and celebrating them. Learn from a local sector partnership with strong industry champions leading its efforts!

Key learning objectives:

- Define the role of the champion
- Initial and long-term strategies for leveraging champions, such as doing business-to-business outreach to get employers to first sector meeting and developing career pathways/apprenticeships.

Sector Partnerships 201: The Critical Role of a Strong Intermediary

Eller Room

Strong sector partnerships depend on a skilled intermediary - a third-party organization that staffs the partnership, working closely with employers to identify their shared workforce challenges and with partners to develop solutions that address these challenges. The intermediary also plays an important role in working with both employers and other partners to plan for the sustainability of the partnership. During this session an experienced local intermediary will share its approach for working with employers and partners to develop solutions, as well as support the long term sustainability of the partnership.

Key learning objectives:

- Successful approaches for serving as an intermediary for sector partnerships, engaging both employers and partners
- Strategies that intermediaries can use to help sustain sector partnerships

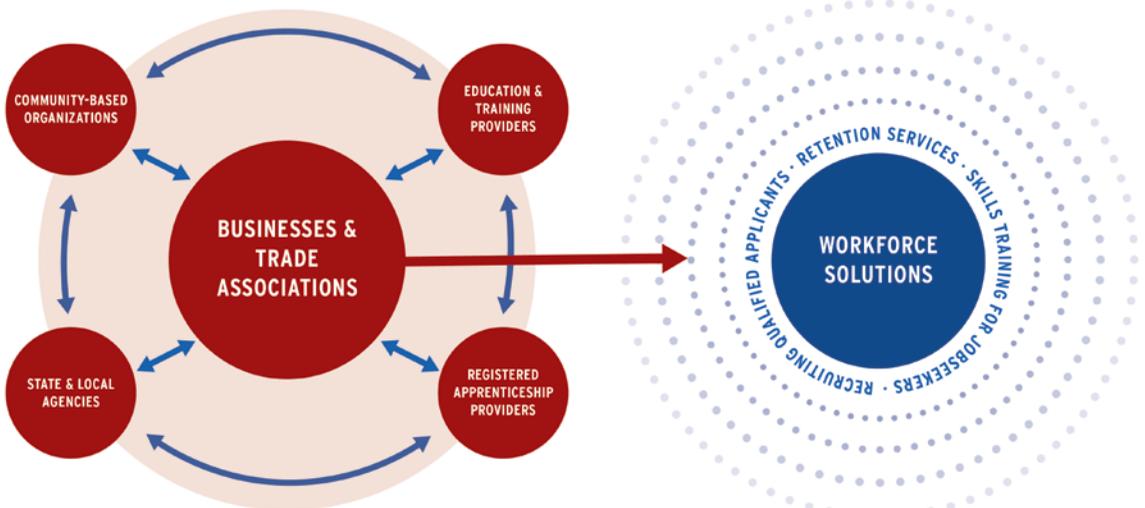
Sector Partnership Components

Sector Partnership Definitions and Key Partners

State Sector Strategies differ from regional sector partnerships. They are a set of policies supporting and guiding regional sector partnerships within a framework of state priorities and spreading relevant and actionable ideas and information across all regions of the state and within each industry sector.

Regional Sector Partnerships – These are partnerships of employers within one industry sector or cluster that work closely with government, education and training, economic development, labor and community organizations in a region to focus on the workforce and other competitive needs of their industry.

Strategic Partners – The strategic partners of a sector partnership are comprised of a convener, industry partners and system partners.



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Day 2 - Thursday, October 20, 2016

Time	Event	Location	Speaker/Facilitator
7:30am - 8:30am	Registration and Continental Breakfast	Main Entrance Foyer	
8:30am - 9:00am	Elevating Work and Learn in Indiana , Welcome and Introductions	Conner/Hamilton	Paul Perkins , President and co-founder of Amatrol, Inc., Chair of the SWIC, Region 10 Works Council Chair
8:30am - 8:45am	Keynote Address	Conner/Hamilton	Lt. Governor Holcomb , State of Indiana
8:45am - 9:00am	NGA Policy Academy Presentation	Conner/Hamilton	Kimberly Hauge , Policy Analyst, Economic, Human Services & Workforce Division, National Governors Association Center for Best Practices
9:00am - 9:30am	Model of Internship - Noblesville High School	Conner/Hamilton	Mark Wilkinson , Internship Coordinator, Noblesville High School
9:30am - 10:00am	Model of Externship - IDOE's Teachers in Industry	Conner/Hamilton	Alyson L. McIntyre-Reiger , CFCS, State Program Leader, Family and Consumer Sciences, Work Based Learning, Indiana Department of Education
10:00am - 10:30am	Model of Internship - WGU Virtual Internship	Conner/Hamilton	WGU Virtual Internship Representative
10:30am - 10:45am	Break		
10:45am - 11:15am	Model of On-the-Job Training - Northeast Indiana Works: Construction, Manufacturing, Transportation	Conner/Hamilton	Gary Gatman , Executive Vice President of Strategic Initiatives, Northeast Indiana Works
11:15am - 11:45am	Model of Cooperative Education - Batesville Manufacturing Coop Partnership and Program	Conner/Hamilton	Andy Allen , Principal of Batesville High School
11:45am - 12:15pm	Model of Apprenticeship - ABC of Indiana/Kentucky	Conner/Hamilton	ABC of Indiana/Kentucky Representative
12:15pm - 12:45pm	Lunch	Monon/Wabash	
12:45pm - 1:15pm	Luncheon Speaker	Monon/Wabash	Dr. Sue Ellspermann , President of Ivy Tech
1:15pm - 1:30pm	Networking and Transition	Monon/Wabash	
1:30pm - 1:45pm	Skill UP! Awards Kickoff	Monon/Wabash	Steve Braun , Commissioner of the Indiana Department of Workforce Development
1:45pm - 2:45pm	Skill UP! Awards Ceremony	Monon/Wabash	Bill Nonte , Chief of Staff and Chief Financials Officer of the Indiana Department of Workforce Development
2:45pm - 3:30pm	Reception & Networking	Monon/Wabash	

ELEVATING

Work & Learn in Indiana



The Indiana Career Council and its partners have embarked on an effort to ensure work and learn opportunities for all Hoosier students, and encourage schools, businesses and educators to create and identify viable options for exposure to work environments.

Elevating Work & Learn in Indiana focuses on successful programs across the state that are creating learning opportunities for students and educators, through a variety of methods, programs, and experiences. The event is designed for attendees to gain ideas and learn more about potential collaborations for students and communities.

The second annual Elevating Work & Learn in Indiana event will highlight model programs of internship, externship, cooperative education, on-the-job training, and apprenticeship. The programs will provide an overview of the work and learn program, detail the employer role and participation, and share lessons learned.

SKILL UP

INDIANA!

Funding provided by Indiana Department of Workforce Development

The Skill UP! Indiana grant opportunity aims to provide opportunities for community partnerships to develop training and education programs that align to employer needs. Awarded programs will equip Hoosiers with the skills necessary to fill the one millions jobs projected to be available over the next 10 years.

Objective:

- To develop Indiana's workforce for the jobs of tomorrow through industry-led regional partnerships aimed at aligning education and workforce needs and increasing the education attainment of Hoosiers.

Program goals:

- Sector-focused training and education programs for in-demand occupations;
- Curriculum based on necessary skills and competencies as identified by local employers;
- Employability skills (soft skills) instruction that can be utilized across all careers;
- Work-and-learn opportunities for youth and adult learners.

The first round of Skill UP! Indiana grant recipients were awarded in February 2016 of nearly \$11 million dollars and we are honored to award the second round recipients at the Indiana Sectors Summit on October 20, 2016.



Commissioner Steve Braun

Steve Braun was appointed in 2014 to serve as Indiana's Commissioner of the Department of Workforce Development, which is tasked with building a highly skilled and educated Hoosier workforce that can compete in the global economy.

Prior to graduating from Harvard University, Commissioner Braun was born and raised in Southern Indiana. After receiving a business degree, Braun immediately went to work for Price Waterhouse. Shortly after, he started his own technology consulting business that grew to over 750 employees across 13 offices nationwide. Both experiences have given him a unique understanding of the

challenges facing today's workforce.

Prior to leading DWD, Braun served in the Indiana House of Representatives, while continuing to remain active as an entrepreneur in tech companies and in real estate and agriculture.

Commissioner Braun and Jennifer, his wife of 31 years, reside in central Indiana where they have raised their five children, and are active members of the community.



Dr. Sue Ellspermann

Sue Ellspermann became Ivy Tech Community College's ninth president on July 1. She now leads the nation's largest singly accredited statewide community college system serving over 170,000 students a year. Dr. Ellspermann has more than 30 years of experience in higher education, economic and workforce development, and public service.

She most recently served as Indiana's 50th Lieutenant Governor from 2013 until March of this year. As part of that role she served as President of the Senate and Secretary of Agriculture and Rural Affairs, as well as overseeing six agencies. As the vice chair of the Indiana Career Council

she led efforts to align Indiana's education and workforce development system to meet the needs of employers. Her public service began in 2010 when she was elected as the State Representative for District 74.

Ellspermann formerly served as the founding Director of the Center of Applied Research and Economic Development at the University of Southern Indiana and also owned and operated Ellspermann and Associates, Inc, an independent consulting firm licensed in the training and facilitation of Simplex Creative Problem Solving.

Early in her career she spent time with Frito-Lay and Michelin Tire Corporation. Ellspermann holds a Ph.D. and M.S. from the University of Louisville in Industrial Engineering and a B.S. from Purdue University also in Industrial Engineering.

She is married to James Mehling, a recently retired high school principal. She has a blended family of four daughters, three sons-in-law, two grandsons and two granddaughters.



Lt. Governor Eric Holcomb

A life-long Hoosier, he is a veteran of the United States Navy, was a trusted advisor to both Governor Mitch Daniels and Senator Dan Coats, and a former state chairman of the Indiana Republican Party and, as such, a member of the Republican National Committee.

He was nominated to serve by Governor Mike Pence on March 2, 2016, and was confirmed by the General Assembly and sworn into office on March 3, 2016.

As Lt. Governor, Eric oversees a varied and diversified portfolio that includes the Indiana State Department of Agriculture (ISDA), Indiana Housing and Community Development Authority (IHCA), Office of Defense Development (IODD), Office of Community and Rural Affairs (OCRA), Office of Tourism Development (IOTD). He also serves as chairman of the Indiana Counter Terrorism and Security Council and President of the Indiana Senate, where he presides over the chamber during each year's legislative session.

Lt. Governor Holcomb was a key member of Governor Mitch Daniels' administration, holding various positions including deputy chief of staff in the official office and campaign manager for Daniels' landslide 2008 re-election. He also oversaw the Governor's state political action committee, Aiming Higher, and has both official and campaign experience at the district and local levels. Eric managed successful campaigns for U.S. Congressman John Hostettler, served as the Congressman's official district director, and conducted a mayoral race in Vincennes, where he lived at the time.

Throughout his career in public and political service, Eric has earned a reputation of being a consensus builder. He has traveled extensively around the state to build support for various initiatives including, but not limited to, Indiana's property tax caps, healthcare reform, and Major Moves, a 3.85 billion dollar infrastructure public private partnership.

He is the author of the book, "Leading the Revolution," which outlined the successes of the Mitch Daniels approach to campaigning and governing.

Lt. Governor Holcomb is a graduate of Pike High School in Indianapolis and Hanover College in southeastern Indiana where he majored in U.S. History with a focus on the American Civil War and the Reconstruction Era. A student of history, he is a collector of presidential signatures and currently has documents signed by 40 of our nation's 44 presidents.

He is a member of the Indiana Farm Bureau, the National Federation of Independent Business, the Indianapolis WWII Round Table, the American Legion, Post 777; and is a board member of the Benjamin Harrison Presidential Site.

He and his wife, Janet, live with their dog, Henry, on the northwest side of Indianapolis.



Thomas Hooper

As Senior Director of the Regional and Sector Strategies team in the Building Economic Opportunity Group at Jobs for the Future (JFF), Tom Hooper oversees a variety of JFF's industry-focused and place-based initiatives. Mr. Hooper's role includes leading the development of new regional and sector initiatives, developing and maintaining partnerships with critical workforce and employer stakeholders, and working with his team to provide high-impact, effective technical assistance to national, state, and local organizations. The Regional and Sector Strategies team is currently implementing a range of innovative initiatives to help prepare workers for in-demand occupations.

These projects range from providing technical assistance on implementing sector partnerships to state and local Workforce Development Boards through the U.S. Department of Labor's Supporting Sector Strategies Technical Assistance Initiative, to helping ten regional partnerships build their capacity to prepare workers for careers in transportation through the Delivering the TDL Workforce initiative.

Before coming to JFF, he developed new and shaped existing programs with the U.S. Department of Labor's Employment and Training Administration (ETA). He served as Program Manager for a number of key discretionary grant initiatives including the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grants, the American Recovery and Reinvestment Act High Growth and Emerging Industries grants, and the Community-Based Job Training initiative. His role spanned program development, grants management and technical assistance, and performance management. Prior to joining ETA, he was a National Workforce Consultant for Goodwill Industries International. Tom attended Swarthmore College where he earned a B.A. in Political Science with a concentration in Public Policy. He later went on to earn his Masters of Public Affairs from the LBJ School of Public Affairs in Austin, Texas.



Bill Nonte

Mr. Nonte's duties include oversight of various finance, accounting and budgeting activities at the DWD. He also works with the Commissioner and his executive staff to originate, coordinate and execute the focused strategy of the agency.

Prior to joining state government, Mr. Nonte worked as a certified financial planner and advised individuals on ideas for managing their retirement and non-retirement investment portfolios. He was also a certified public accountant where he prepared individual and corporate tax returns and performed audits of financial statements for businesses.

Mr. Nonte is originally from Jasper, Indiana and graduated from Indiana University in Bloomington. He is an avid sports fan and considers golf as one of his favorite pastimes.



Paul Perkins

Paul Perkins is president and co-founder of Amatrol, Inc., a Jeffersonville, Indiana-based manufacturer of technical learning systems and online interactive multimedia software for colleges, industry and high schools. Amatrol has won numerous awards for its cutting edge products, including being named Indiana Business of the Year by the Indiana Chamber of Commerce, Louisville Metro Business of the Year by Business First Magazine, and a recipient of the prestigious E Award for exports by the U.S. Department of Commerce.

Personal accomplishments include authorship of over 20 books on industrial controls and automation, design of numerous training systems for teaching engineering and technical skills, and consulting on training program development for major organizations such as Caterpillar, Ford, GM, Motorola, Cummins and Siemens.

Education includes B.S. Degree in Mechanical Engineering from Georgia Institute of Technology, Summa Cum Laude with Co-op. Community service activities include serving as member of numerous national, state and local education advisory committees and as a board member of the American Technical Education Association, Indiana State Workforce Investment Board (Chair), Indiana State Chamber of Commerce (Executive Committee and Committee Chair), Ivy Tech Community College Regional Board of Trustees (Chair) and Foundation Board, Kentucky Community and Technical College Foundation (Vice Chair), One Southern Indiana Chamber of Commerce, Indiana Youth Institute (Committee Chair), Manufacturing Skills Standards Council Leadership Council, Indiana Governor's Region 10 Works Council (Chair), Clark Memorial Hospital Foundation, and National Association of State Investment Workforce Board Chairs (Vice Chair).



Brad Rhorer

Brad Rhorer started with Subaru of Indiana Automotive (SIA) nearly 25 years ago as a Production Associate. He received his Associate's Degree in Organizational Leadership and Supervision from Purdue University and his Bachelors in Human Resource Management from Bellevue University, all while working full time. Currently, Brad is the chair of the Region 4 Works Council and Employer Engagement Taskforce. He serves on the Indiana Automotive Council, Indiana Chamber Workforce and Policy Committee, Afterschool Network Advisory Council, STATE Workforce Innovation Council (SWIC), and Purdue University Technology Leadership and Innovation Advisory Board. Brad formerly served as an active board member of the Indiana Youth Institute, Indiana career council core 40 subcommittee and the WIOA taskforce.

PANELISTS AND BREAKOUT FACILITATORS



Veronica Buckwalter

Senior Program Manager of the Building Economic Opportunity Group, Jobs for the Future (JFF)
Sector Partnerships 201 Summit Session Facilitator



Alisa Deck

Director of Workforce and Education Cultivation, Center for Excellence of Leadership and Learning (CELL)
Sector Partnerships 101 Summit Session Facilitator



Shannon Doody

Director of Education Workforce Partnerships, Center of Excellence in Leadership of Learning (CELL)
Sector Partnerships 201 Summit Session Facilitator



Gary Gatman

Executive Vice President of Strategic Initiatives,
Northeast Indiana Works
Industry Engagement Summit Session Facilitator



Jeremy Gulley

President of the John Jay Center for Learning,
Portland, Indiana
Sector Partnership Member Panelist



Charlene Hall

Talent Acquisition and Workforce Innovation Lead,
Columbus Regional Health
Employer Representative Panelist



Jason Kloth

Executive Director of the Central Indiana Workforce Development Initiative, Central Indiana Corporate Partnership (CICP)
Sector Partnership Member Panelist

PANELISTS AND BREAKOUT FACILITATORS



Kate Lee

Director of Talent Engagement, St. Joseph County
Chamber of Commerce
Sector Partnerships 101 Summit Session Facilitator



Patricia Maguire

Associate Director of the Building Economic
Opportunity Group, Jobs for the Future (JFF)
Sector Partnerships 101 Summit Session Facilitator



Melissa Miller

Senior Administrator of Human Resources,
Honda Manufacturing of Indiana, LLC
Employer Representative Panelist



Kathy Oren

Executive Director, Community Education Coalition
Sector Partnerships 201 Summit Session Facilitator



Jennifer O'Shea

Associate Director of Employer Engagement, Indiana
Department of Workforce Development
Industry Engagement Summit Session Facilitator



RD Parpart

Team Lead Steelworker for the Future®,
ArcelorMittal USA
Employer Representative Panelist



Stephanie Weber

EcO Regional Director, Manufacturing
Network & EcO Network High School
Champion Program Manager
Sector Partnership Member Panelist

Meeting Room Assignments



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INDIANA
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DEVELOPMENT
AND ITS **WorkOne** CENTERS